

INDUSTRIAL RELATIONS DEPARTMENT
Monthly Report - May 1946

TELEPHONE OPERATORS The Industrial Relations Secretary was responsible for the hiring of the first Negro girls as telephone operators in Morristown and in Belleville during the month of May. No Negroes had ever before been engaged as operators in either place. There are now three employed in Morristown and two in Belleville. The Morristown Service Council had for almost one year attempted to effect placement of a Negro operator. A promise to hire was made to a committee of the Council nearly 12 months ago; but the company had refused to hire any girl that applied. The New Jersey Urban League Industrial Relations Secretary entered the Morristown problem when the Morristown Service Council Executive Secretary referred a girl from Morristown to this office for work. While working with this young lady, the Industrial Relations Secretary decided that she should work in Morristown, and the placement of 2 Negro girls at the Morristown telephone exchange was the result. The Morristown Executive Secretary recommended the second of the first two girls employed.

HOUSEHOLD EMPLOYMENT CONFERENCE The fifth meeting of the Household Standards Committee was held during May. The Committee has had the advantage of active participation of a well qualified group of individuals, representing agencies and pertinent interests in northern New Jersey that are in the best position to help further our objectives. Through one member of the committee, the Assistant Commissioner of Labor, we expect some material aid from the State Department of Labor at the point of printing and acceptance of a special form for use by all employment agencies in New Jersey. The Industrial Relations Secretary is the Chairman of the Standards Committee.

Recommendations have now been completed and are to be presented to the Boards of the New Jersey Urban League and the YMCA, the co-sponsors of the Conference. We are pressing for the Conference to be held before the end of June.

BUILDING TRADES Through the cooperation of a star reporter of the Trade Courier, and AFL newspaper, we "put the squeeze" on two influential figures in the Building Trades Unions as another tact to stimulate some action. This was after no cooperation resulted from a promise to the Mayor of Newark and to the Industrial Relations Secretary that help would be coming from the Essex County Building Trades Council. The immediate objective is to secure apprenticeship training for Negroes. We gave some well planned publicity to the problems, the promises, and the pleas of Negro applicants for apprenticeship training. One Negro applicant, an electrician, at this writing, has now had his first interview at Union headquarters for apprenticeship training.

GENERAL ACTIVITY Two public addresses were made by the Industrial Relations Secretary, in Newark, to audiences totalling about 500 people. *** Negotiations for changing discriminatory hiring policies were carried to an excellent point of agreement between the Industrial Relations Secretary, the Vice President, and the Chairman of the Board of one of the largest commercial businesses of its kind in the United States. Success of these negotiations should ultimately provide around two hundred white collar jobs for Negroes in Newark. Identity of the company is still confidential by request of its officers. *** Another conference with a Vice President of Public Service Corporation revealed continued agreement between that gentleman and the Industrial Relations Secretary on all but one point of their interest, the actual timing of its first Negroes to drive scheduled routes of Public Service Coordinated Transport Company. The point of timing is still being

pressed. *** As Chairman of the Employment Committee of the Commission on Race Relations of the Essex County Council of Churches, the Industrial Relations Secretary released an article on fair employment of Negroes in the Journal of the Council. The article was signed by Miss Elisabeth Rogers - Newark YWCA, Mr. William R. Jackson - Court St. YMCA, and Roy E. Norris. *** The Industrial Relations Secretary answered a "hurry call" from the President of Durra Electric Company to help clear the muddle of his personnel (about 60% Negroes) that he feared as a result of the organizing of the workers by a CIO Union. An NRLB election was scheduled and the Industrial Relations Secretary was able to stop three tactics that would have demoralized the company, with Negro workers definitely the losers. *** The Amalgamated Clothing Workers Union, CIO was in conference twice with the Secretary to get help on their problems in Newark. *** Ten special meetings of special interest to the Industrial Relations Department, were participated in. *** Recruiting of some white workers for a company with 90% Negro employees, was done by the Secretary. Relationships were becoming very poor and seemingly unpleasant for white applicants. Relationships are now improved.

EMPLOYMENT There was a total of 272 interviews given in the Industrial Relations Department. These were exclusive of uncounted telephone calls, in and out, and other types of activity about jobs for specific individuals. 156 of those interviews involved non-white collar, white collar, clerical, and professional jobs; 116 involved household jobs.

Of the 156 interviews, excluding all household employment activity there were 69 placements for 82 applicants. 46 of these placements were for 52 female applicants while 23 placements were for 30 male applicants. 19 veterans (male) who had not been to this office before, were aided in securing jobs.

There was one case of discrimination handled, and there were 17 persons counselled about economic and/or emotional problems affecting working stability.